

1 April 1953

MEMORANDUM FOR: Deputy Director (Administration)

SUBJECT: Benefits to Dependents and/or Estate of a Civilian Employee who Dies while on Assignment to Overseas Post

1. You have requested me to enumerate and briefly describe the benefits available to the dependents of an employee of this Agency who dies while on assignment to an overseas post of duty.

2. These benefits would include:

a. The proceeds of a life insurance policy with the War Agencies Employees Protective Association (WAEPA). In the event of accidental death where the salary of the insured was in excess of \$3200, the maximum coverage would be \$27,000. Under similar salary conditions where death resulted from other than an accident, the benefits would be limited to \$12,000. For an individual with salary less than \$3200 the benefits would be one-half the figures stated above. The coverage of WAEPA is available to employees assigned to overseas posts of duty and to employees training for duties abroad.

b. Payments to dependents under the Federal Employees' Compensation Act in graduated amounts related to the individual's dependency status and monthly salary, up to a maximum not to exceed 75% of such salary. Such payments will only be made if it can be established that death occurred while in the performance of duty. Where the employee is survived by a widow or children the scale of benefits is as follows:

(1) In the case where a widow but no child survives, the widow receives 45% of the employee's salary until her death or marriage.

(2) In the case where a widow and one or more children survive, the widow receives 40% of the salary as her benefit until death or remarriage, plus 15% of the salary for each child. The part of the total benefit apportioned to each child ceases when such child marries, dies, or reaches the age of 18.

(3) In the case where only children survive, the benefit payable is 35% of the salary for the first child and 15% for each additional child, not to exceed 75% of the salary. The total benefit is divided equally among surviving children. The benefit of each child ceases when such child marries, dies, or reaches the age of 18.

c. Annuity payments from the Civil Service Retirement Board where the individual has been an employee of the Federal Government for more than five years and his widow does not elect lump-sum payment of retirement withholdings. The amount of these payments turns upon the employee's salary and dependency status. Eligibility for receipt of these payments does not depend upon the manner in which death occurred. The measure of the annuity where the employee is survived by a widow or children is as follows:

(1) The widow is entitled to an annuity payable in monthly installments equal to one-half of the annuity computed on the basis of the employee's salary and years of service. The method of computation of the annuity on the basis of the employee's salary is as follows:

(a) Where the average annual basic salary for the highest five consecutive years of service is less than \$5000, the annuity is the product of the number of years of service times the sum of 1% of such average salary and \$25. The widow's annuity is one-half of this amount.

(b) When the average annual basic salary for the highest five consecutive years is \$5000 or more, the annuity is the product of the number of years of service times 1½% of such average salary. The widow's annuity is one-half of this amount.

(2) Each child under the age of 18 and incapable of self support by reason of physical or mental disability is entitled to an annuity equal to whichever is the least of one-half of the widow's annuity, \$900 divided by the number of surviving children, or \$360.

d. Payment of the costs of preparing and transporting the remains of the deceased employee to his home in the United States or to some other appropriate place of interment. (Section 5(a)(6) of the Central Intelligence Agency Act of 1949.)

e. Payment of the costs of travel of members of the family of the deceased employee from the overseas post of duty to their residence in the United States. (Paragraph 3.1 h(2), Foreign Service Travel Regulations.)

3. When the employee is officially determined to be absent in a status of missing, missing in action, interned in a neutral country,

or captured by an enemy, his dependents are entitled to receive the benefits prescribed in the Missing Persons Act. (Act of March 7, 1942, as amended, 56 Stat. 143, 50 USCA App. § 1001 et seq.) Generally speaking this assures that the dependents will receive for the period of twelve months the same pay and allowances as the employee was entitled to receive on the date he was declared to be missing.

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[REDACTED]  
Acting General Counsel

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